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ABSTRACT

This report presents 13 tables of data about college faculty salaries for 1996-97 based on data from the Integrated Postsecondary Education Data System. Among the findings concerning average faculty salaries are the following: the average salary for all ranks combined in degree-granting institutions was $50,829; male faculty averaged about $10,000 more than female faculty over all ranks; over all ranks, faculty in private degree-granting institutions had higher average salaries than faculty in public degree-granting institutions; faculty in four-year degree-granting institutions had significantly higher salaries than those in two-year institutions; faculty salaries in public institutions in Connecticut and New Jersey averaged over $60,000, whereas salaries in Arkansas, North Dakota, South Dakota, and Wyoming were under $40,000; between 1995-96 and 1996-97 faculty salary increases, on average, did not keep pace with inflation; from 1992-93 to 1996-97 only the salaries of assistant professors and instructors failed to keep pace with inflation. Individual tables present data broken down by such factors as state, academic rank, sex, and public or private status. Two appendices provide a description of the survey, information on methodology, and the survey instrument. (DB)

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U.S. Department of Education
Office of Educational Research and Improvement NCES 1999-238

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Salaries of Full-Time Instructional Faculty 1996-97

This report presents detailed tabulations for academic year 1996-97 and comparisons with previous years of the number and average salaries of full-time instructional faculty on 9- and 10-month contracts. These data are from the Salary of Full-Time Instructional Faculty survey, a component of the Integrated Postsecondary Education Data System (IPEDS) of the U.S. Department of Education's National Center for Education Statistics (NCES).

The U.S. Department of Education, National Center for Education Statistics, has collected data on full-time instructional faculty since 1968. From 1968 to 1985, these data were collected under Higher Education General Information Surveys (HEGIS). HEGIS was limited to higher education institutions that were accredited at the college level by an agency recognized by the Secretary of Education. In 1986, HEGIS was superseded by the Integrated Postsecondary Education Data System (IPEDS), which collects data from all postsecondary institutions. Although, IPEDS encompassed the entire spectrum of postsecondary education institutions, data on the number, salary, tenure, and fringe benefits of full-time instructional faculty are collected only from those institutions that were formerly in the HEGIS universe.

In the past, the HEGIS distinguished accredited institutions of higher education from the non-accredited institutions that granted bachelors or post baccalaureate degrees. This information was provided by the Office of Postsecondary Education (OPE). Beginning with the 1996-97 academic year, the OPE no longer made this distinction. In order to provide continuity, this report provides information in tables 1 through 3 about the subset of accredited schools representing the Salary file before 1996-97; these are identified as "higher education" institutions. Subsequent tables represent the larger group of schools in the 1996-97 file, and these are identified as "degree-granting" institutions.

Thus, this report is a departure from earlier reports. Previous salary reports were concerned with full-time instructional faculty in higher education institutions that were distinguished by their accreditation status as noted above. While this report presents changes in faculty salaries for 'accredited' higher education institutions, it also presents 1996-97 faculty salary data for all degree-granting postsecondary institutions that are eligible for Title IV financial aid. This dual reporting is necessary because the Department of Education no longer distinguishes among institutions based upon accreditation status and NCES cannot obtain updated lists of "higher education" institutions as defined in previous reports. In lieu of this designation, NCES has subset the postsecondary institutional universe on the basis of whether or not institutions grant a degree, information that is available directly from IPEDS data. Additionally, because eligibility for Title IV federal financial aid has reporting implications and is of particular policy interest, the postsecondary institution universe is further subdivided into those schools that are eligible for Title IV federal financial aid and those that are not eligible. This distinction among postsecondary institutions was based on lists of eligible institutions maintained by the Office of Postsecondary Education, U.S. Department of Education.

The change in the definition of higher education institutions from "institutions accredited at the college level by an agency recognized the Secretary of the U.S. Department of Education" to degree-granting institutions eligible to participate in the Title IV federal financial aid programs that occurred between 1995 and 1996 clearly will confound any observed differences in average faculty salaries between 1995 and 1996 since it is difficult to sort out if observed changes are due to actual salary increases or decreases or to changes in the institutional universe. To assure the validity of observed changes in faculty salaries in this report; historical data on faculty salaries are reported only for those institutions that were designated higher education institutions based on their accreditation status in 1995.

Average Faculty Salaries in 1996-97

In 1996-97 the salaries of full-time instructional faculty on 9- and 10-month contracts averaged $50,837 in accredited institutions and $50, 829 in degree granting institutions for all ranks combined (tables 3 and 4). In fact, for the salary survey, reporting on accredited higher education institutions or reporting on degree granting institutions made very little difference in average faculty salaries for 1996-97.

In both accredited higher education institutions and in degree granting institutions male faculty made about $10,100 more than female faculty over all ranks. This disparity is greater than any within a rank because relatively few women are reported in the senior faculty ranks. Within faculty ranks, the differential between men and women's salaries was highest among professors and decreased with decreasing rank. Among professors, men's salaries averaged about $8,000 more than women's salaries; among associate professors, the difference in average salaries was about $3,000; among assistant professors, it was about $2,500; and among instructors it was about $1,000 (tables 3, 11, and 12).

Over all ranks, faculty in private degree-granting institutions had higher average salaries than faculty in public degree-granting institutions. By rank, however, only professors and lecturers made more in private institutions than in public. Associate and assistant professors, instructors, and those with no academic rank had higher average salaries in public institutions than in private institutions (tables 5 and 6).

Faculty in 4-year, degree-granting institutions had significantly higher salaries than those in 2-year degree-granting institutions. On average, faculty in 4-year schools earned over $8,000 more per year than those in 2-year institutions. Those faculty in the academic ranks of professor, associate professor, and assistant professor had higher average salaries in 4-year institutions than in 2-year institutions; while those faculty in the ranks of instructor and lecturer, and those with no academic rank had higher average salaries in 2-year than in 4-year institutions (tables 7 and 9).

The salaries of full-time instructional faculty on 9- and 10-month contracts in public institutions in Connecticut and New Jersey averaged over $60,000 per year. In contrast, the salaries of full-time instructional faculty on 9- and 10-month contracts in public institutions in Arkansas, North

Dakota, South Dakota, and Wyoming were under $40,000 per year (table 5).

Changes in faculty salaries between 1992-93 and 1996-97

Between 1995-96 and 1996-97, the salaries of the majority of the full-time instructional faculty in accredited higher education institutions did not keep pace with inflation. Only professors and faculty with no academic rank (45 percent of all full-time instructional faculties) had salary increases that kept pace with inflation. The salaries of all other full-time, instructional faculty including associate and assistant professors, instructors and lecturers declined in constant 1996-97 dollars with the declines ranging from .1 to .4 percent (table 1).

Over the 4-year period from 1992-93 to 1996-97, only the salaries of assistant professors and instructors failed to keep pace with inflation. The average salaries of full-time instructional faculty with no academic rank increased 5 percent over the inflation rate, while the salary of lecturers outpaced inflation by 2.7 percent and the salary of professors outpaced inflation by 1.6 percent.

This E.D. TABS report presents the results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month contracts; the data were collected through the Integrated Postsecondary Education Data Systems (IPEDS) for the academic years 1992-93, 1993-94, 1994-95, and 1996-97.

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Table 1.–Average salaries of full-time instructional faculty on 9- and 10-month contracts at higher education institutions, 1/ by academic year and by academic rank: 50 state and the District of Columbia, 1992-93 through 1996-97

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1996-97 dollars							
1992-93	65,547	2/	48,996	2/	40,835	2/	31,777	2/	34,038	2/	42,112	2/
1993-94	65,913	1.1	49,207	0.7	40,896	0.3	31,330	-1.4	35,569	3.0	44,107	3.4
1994-95	66,252	0.5	49,353	0.3	40,946	0.1	31,341	0.0	35,074	-1.4	43,557	-1.2
1995-96	66,381	0.2	49,335	-0.0	40,829	-0.3	31,210	-0.4	35,110	0.1	44,223	1.5
1996-97	66,651	0.4	49,304	-0.1	40,679	-0.4	31,172	-0.1	34,962	-0.4	44,279	0.1
					Current dollars							
1992-93	58,789	2/	43,945	2/	36,625	2/	28,501	2/	30,529	2/	37,771	2/
1993-94	60,649	3.2	45,278	3.0	37,630	2.7	28,828	1.1	32,729	7.2	40,584	7.4
1994-95	62,709	3.4	46,713	3.2	38,756	3.0	29,665	2.9	33,198	1.4	41,227	1.6
1995-96	64,540	2.9	47,966	2.7	39,696	2.4	30,344	2.3	34,136	2.8	42,996	4.3
1996-97	66,651	3.3	49,304	2.8	40,679	2.5	31,172	2.7	34,962	2.4	44,279	3.0

1/Institutions that were accredited at the college level by an agency recognized by the Secretary of Education.
2/Not computed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1992-93 through 1996-97 surveys.

Table 2.--Average salaries in constant 1996-97 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education 1/, by academic rank and sex: 50 states and the District of Columbia, 1992-93 through 1996-97

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1992-93							
Total	49,854	65,547	48,996	40,835	31,777	34,038	42,112
Men	53,368	66,866	50,012	42,192	32,984	36,249	43,890
Women	42,797	58,820	46,672	39,059	30,885	32,247	39,906
1993-94							
Total	50,388	65,913	49,207	40,896	31,330	35,569	44,107
Men	53,882	67,226	50,241	42,161	32,403	37,816	45,918
Women	43,535	59,498	46,926	39,308	30,578	33,743	41,813
1994-95							
Total	50,513	66,252	49,353	40,946	31,341	35,074	43,557
Men	54,123	67,666	50,401	42,179	32,253	37,065	45,539
Women	43,707	59,751	47,148	39,463	30,715	33,467	41,169
1995-96							
Total	50,716	66,381	49,335	40,829	31,210	35,110	44,223
Men	54,321	67,831	50,436	42,024	31,823	37,166	45,897
Women	44,094	59,982	47,110	39,439	30,794	33,514	42,257
1996-97							
Total	50,837	66,651	49,304	40,679	31,172	34,962	44,279
Men	54,471	68,206	50,451	41,855	31,721	36,932	45,797
Women	44,330	60,149	47,099	39,343	30,794	33,415	42,520

1/Institutions that were accredited at the college level by an agency recognized by the Secretary of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1992-93 through 1996-97 surveys.

Table 3.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education 1/, by academic rank and sex: 50 states and the District of Columbia, 1992-93 through 1996-97

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1992-93							
Total	44,714	58,789	43,945	36,625	28,501	30,529	37,771
Men	47,866	59,972	44,855	37,842	29,583	32,512	39,365
Women	38,385	52,755	41,861	35,032	27,700	28,922	35,792
1993-94							
Total	46,364	60,649	45,278	37,630	28,828	32,729	40,584
Men	49,579	61,857	46,229	38,794	29,815	34,796	42,251
Women	40,058-	54,746	43,178	36,169	28,136	31,048	38,474
1994-95							
Total	47,811	62,709	46,713	38,756	29,665	33,198	41,227
Men	51,228	64,046	47,705	39,923	30,528	35,082	43,103
Women	41,369	56,555	44,626	37,352	29,072	31,677	38,967
1995-96							
Total	49,309	64,540	47,966	39,696	30,344	34,136	42,996
Men	52,814	65,949	49,037	40,858	30,940	36,135	44,624
Women	42,871	58,318	45,803	38,345	29,940	32,584	41,085
1996-97							
Total	50,837	66,651	49,304	40,679	31,172	34,962	44,279
Men	54,471	68,206	50,451	41,855	31,721	36,932	45,797
Women	44,330	60,149	47,099	39,343	30,794	33,415	42,520

1/Institutions that were accredited at the college level by an agency recognized by the Secretary of Education.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1992-93 through 1996-97 surveys.

Table 4.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$50,829	$66,659	$49,307	$40,687	$31,193	$34,962	$44,200
Alabama	42,006	56,972	44,256	37,007	28,262	28,214	37,513
Alaska	50,091	62,323	52,663	41,306	36,213	—	30,780
Arizona	52,605	68,882	51,463	41,905	27,048	35,766	49,301
Arkansas	39,488	53,175	42,647	36,744	28,368	19,336	31,532
California	59,890	73,813	54,789	45,470	36,731	45,281	54,150
Colorado	50,095	63,833	48,915	41,254	31,519	30,690	37,206
Connecticut	61,592	78,467	55,937	44,933	37,185	42,056	23,902
Delaware	56,948	79,426	57,628	45,414	35,219	33,943	43,846
District of Columbia	59,385	78,838	53,806	43,860	33,798	29,625	—
Florida	47,598	59,341	46,764	39,962	32,399	30,476	41,260
Georgia	47,193	64,274	48,363	39,337	30,262	30,909	37,091
Hawaii	52,175	65,725	51,762	44,402	36,190	—	—
Idaho	44,016	53,465	44,412	39,087	30,001	—	41,783
Illinois	52,548	70,552	50,294	42,289	29,138	30,653	48,668
Indiana	48,588	65,378	48,284	40,261	28,543	32,622	30,448
Iowa	47,191	63,358	47,047	38,581	30,686	36,193	36,827
Kansas	41,655	56,595	42,554	36,053	28,623	28,602	35,340
Kentucky	43,410	56,323	42,364	36,050	28,360	27,554	30,567
Louisiana	44,884	61,421	46,414	38,529	28,765	25,438	30,784
Maine	45,199	59,097	46,217	37,236	30,936	36,531	35,644
Maryland	51,244	65,838	49,249	41,006	34,238	31,825	46,669
Massachusetts	58,697	72,139	53,264	44,722	33,169	44,789	36,108
Michigan	54,248	67,155	51,941	43,288	34,445	33,479	53,412
Minnesota	48,877	62,495	46,961	38,934	31,460	29,583	44,974
Mississippi	39,644	53,775	43,784	37,862	27,972	23,862	36,216
Missouri	47,063	61,746	47,669	39,485	31,202	28,292	34,214
Montana	40,589	51,679	41,624	35,685	30,863	28,201	31,425
Nebraska	44,701	61,125	46,632	37,703	29,674	26,076	34,390
Nevada	51,959	61,785	54,201	44,471	37,356	34,987	44,686
New Hampshire	49,425	60,809	45,685	38,749	29,312	29,514	24,353
New Jersey	61,538	80,498	59,400	46,204	34,700	40,740	47,261
New Mexico	43,322	56,543	45,035	37,123	31,041	31,116	33,170
New York	56,994	72,499	53,888	43,412	32,171	41,139	38,732
North Carolina	47,462	65,142	47,721	39,776	30,262	34,360	33,909
North Dakota	36,366	48,276	38,604	35,059	29,641	25,050	24,585
Ohio	50,257	65,505	49,032	39,787	31,263	29,412	39,142
Oklahoma	41,961	54,703	44,075	37,292	30,159	23,764	33,650
Oregon	44,506	56,559	43,947	36,786	29,716	26,231	43,012
Pennsylvania	55,132	71,750	53,419	43,189	34,079	33,283	28,992
Rhode Island	54,797	66,264	50,212	42,503	32,296	38,273	—
South Carolina	42,246	58,749	44,819	37,037	28,300	33,998	31,820
South Dakota	36,482	46,265	38,069	33,273	27,010	*	26,622
Tennessee	45,532	60,471	43,598	36,761	28,064	28,070	29,993
Texas	46,434	62,869	46,122	39,411	31,612	30,466	40,360
Utah	46,735	60,326	45,471	38,926	32,497	29,082	37,243
Vermont	44,722	58,521	43,872	36,042	27,401	35,894	34,106
Virginia	48,468	62,257	47,243	38,912	30,864	34,704	20,380
Washington	46,038	61,839	46,171	40,262	37,828	35,516	39,227
West Virginia	40,929	50,307	40,806	34,441	28,453	25,177	25,306
Wisconsin	49,325	60,346	46,424	39,260	31,162	33,651	49,353
Wyoming	39,855	54,810	43,582	37,638	25,217	28,546	33,843

—Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 5.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$50,303	$65,141	$49,470	$41,108	$31,452	$34,294	$44,803
Alabama	42,843	59,145	45,354	38,418	29,016	29,293	37,708
Alaska	50,725	63,179	53,099	41,739	36,411	—	30,780
Arizona	52,681	69,563	50,569	42,318	27,523	35,817	49,301
Arkansas	39,915	55,739	43,947	37,821	28,648	18,327	31,875
California	59,572	72,336	55,096	45,821	35,681	46,446	54,457
Colorado	49,784	63,397	48,667	41,299	31,633	26,263	37,339
Connecticut	61,598	74,715	58,512	45,477	37,564	49,317	—
Delaware	57,203	80,532	57,393	45,842	34,698	39,500	43,846
District of Columbia	—	—	—	—	—	—	—
Florida	47,576	58,133	47,272	40,834	32,589	34,354	41,284
Georgia	47,721	64,425	49,363	40,224	30,998	34,192	37,080
Hawaii	52,488	66,659	52,112	44,511	36,051	—	—
Idaho	44,179	53,769	44,631	39,275	30,017	—	37,019
Illinois	50,970	66,224	49,476	41,843	25,941	28,152	49,636
Indiana	48,299	66,884	48,826	41,125	27,054	32,934	30,505
Iowa	51,033	70,115	51,562	43,214	32,931	—	37,039
Kansas	43,272	59,358	44,566	38,384	29,147	28,602	35,693
Kentucky	45,097	58,666	43,488	37,211	29,629	27,886	46,524
Louisiana	43,530	59,906	45,711	38,228	28,684	19,770	30,784
Maine	43,882	55,576	45,229	36,850	30,870	36,605	35,831
Maryland	50,395	63,547	49,469	41,125	33,051	31,280	29,905
Massachusetts	51,427	57,196	50,215	40,697	32,254	39,827	37,251
Michigan	56,393	69,868	53,780	45,209	35,892	33,204	54,698
Minnesota	50,390	64,537	48,540	40,745	28,923	—	45,176
Mississippi	40,232	55,715	45,658	39,080	28,928	23,862	36,257
Missouri	47,579	61,263	49,055	40,387	31,818	23,755	35,505
Montana	41,731	52,822	43,052	36,594	31,286	28,201	32,095
Nebraska	46,030	63,415	48,541	39,910	29,086	26,076	34,399
Nevada	52,050	61,816	54,554	44,538	37,356	34,987	44,686
New Hampshire	47,339	54,785	45,172	37,527	30,409	29,514	*
New Jersey	61,419	79,332	61,036	47,179	35,080	43,345	57,467
New Mexico	43,552	57,044	45,315	37,372	31,041	31,116	30,350
New York	55,911	68,977	53,227	43,250	33,666	42,002	—
North Carolina	49,096	68,545	50,357	43,007	37,920	33,608	33,899
North Dakota	37,103	48,836	39,014	35,511	29,779	25,050	26,803
Ohio	51,935	68,056	50,681	41,101	31,913	29,445	40,775
Oklahoma	42,514	54,368	44,534	38,628	31,587	22,815	34,677
Oregon	44,212	55,659	43,699	37,683	29,194	25,221	43,303
Pennsylvania	56,029	71,593	55,519	44,357	34,779	32,910	44,188
Rhode Island	52,382	60,505	47,848	38,711	30,034	—	—
South Carolina	43,199	61,465	46,838	38,991	28,568	33,998	31,915
South Dakota	37,279	47,305	39,011	33,922	26,966	—	25,832
Tennessee	45,994	59,570	44,246	37,510	28,421	32,396	*
Texas	45,576	61,818	45,546	39,625	32,239	30,094	40,426
Utah	45,037	58,585	44,001	37,819	31,962	29,640	37,426
Vermont	46,461	59,487	45,417	35,901	*	33,640	37,482
Virginia	49,391	63,780	47,987	39,765	31,413	35,718	20,380
Washington	46,051	63,053	46,683	41,226	39,340	36,068	39,511
West Virginia	41,942	51,274	41,320	35,232	28,019	25,420	—
Wisconsin	50,747	61,626	47,129	40,993	36,682	33,721	49,462
Wyoming	39,855	54,810	43,582	37,638	25,217	28,546	33,843

—Data not applicable.
*Number of faculty reported in this category were too small to yield results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 6.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$52,112	$69,931	$48,984	$39,907	$30,502	$37,091	$35,915
Alabama	37,530	49,175	38,723	32,250	25,063	22,548	22,100
Alaska	38,307	43,999	41,320	34,617	34,141	—	—
Arizona	50,636	56,029	67,093	34,818	24,376	*	—
Arkansas	37,269	45,366	38,005	31,942	25,125	20,950	13,334
California	61,172	78,686	54,232	44,843	37,697	40,848	40,448
Colorado	52,270	66,810	50,406	40,982	29,823	35,362	32,088
Connecticut	61,584	82,996	52,746	44,448	36,039	38,932	23,902
Delaware	54,483	67,059	58,951	37,189	38,972	31,720	—
District of Columbia	59,385	78,838	53,806	43,860	33,798	29,625	—
Florida	47,685	64,262	45,232	37,475	31,325	28,791	40,645
Georgia	45,767	63,911	45,641	36,752	27,552	28,857	37,105
Hawaii	48,572	55,256	47,876	43,486	41,229	—	—
Idaho	43,460	48,062	40,205	34,954	*	—	43,739
Illinois	55,292	75,733	51,210	42,742	32,657	38,317	38,275
Indiana	49,193	62,828	47,262	38,705	32,431	28,829	26,701
Iowa	40,880	52,273	40,865	34,169	27,773	36,193	31,547
Kansas	31,478	37,858	33,034	28,391	26,781	—	26,106
Kentucky	37,369	47,395	37,734	32,101	25,394	21,083	29,647
Louisiana	51,281	67,021	48,759	40,024	30,675	36,338	—
Maine	48,616	67,524	49,135	37,746	31,134	*	34,162
Maryland	54,379	74,400	48,182	40,516	39,398	35,021	47,398
Massachusetts	62,790	83,703	54,651	46,253	33,921	46,563	35,817
Michigan	43,242	52,373	43,845	37,367	30,618	40,139	31,609
Minnesota	45,347	57,951	44,877	37,154	33,070	29,583	30,313
Mississippi	34,896	45,113	35,161	32,045	24,061	—	24,531
Missouri	46,023	62,725	44,854	38,038	29,591	31,788	28,020
Montana	33,714	41,556	35,441	30,483	25,541	—	28,698
Nebraska	40,574	53,565	41,499	34,032	30,863	—	*
Nevada	37,946	*	38,290	*	—	—	—
New Hampshire	52,143	70,221	46,442	39,778	28,169	—	22,137
New Jersey	61,850	83,033	54,267	43,373	33,124	37,521	35,724
New Mexico	38,532	42,072	33,046	31,735	—	—	42,795
New York	58,092	76,436	54,512	43,569	30,314	39,252	38,732
North Carolina	43,687	58,484	42,152	34,612	27,742	41,572	34,111
North Dakota	31,158	42,283	35,202	31,726	28,155	—	22,459
Ohio	46,526	60,110	45,103	37,124	29,860	29,186	27,423
Oklahoma	39,830	55,946	42,544	32,252	24,850	29,226	27,653
Oregon	45,546	58,375	44,469	35,179	31,516	30,775	22,745
Pennsylvania	54,040	71,943	50,898	41,894	32,530	34,051	22,727
Rhode Island	56,582	71,982	51,771	45,032	32,445	38,273	—
South Carolina	38,030	49,045	37,662	32,153	27,531	—	28,697
South Dakota	33,685	41,344	35,324	31,156	27,237	*	28,165
Tennessee	44,488	62,639	41,840	35,330	27,163	27,052	30,043
Texas	50,117	65,969	47,986	38,683	28,773	32,229	28,966
Utah	50,704	63,937	48,400	41,623	34,681	23,920	36,573
Vermont	43,140	57,600	41,933	36,155	27,317	49,009	32,947
Virginia	45,405	57,444	44,597	36,362	28,330	31,237	—
Washington	45,989	58,225	45,257	38,667	33,902	28,369	22,500
West Virginia	35,534	42,916	37,659	31,378	29,829	*	25,306
Wisconsin	43,320	54,284	44,669	36,576	29,115	31,594	38,569
Wyoming	—	—	—	—	—	—	—

—Data not applicable.
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education National Center Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$52,618	$68,152	$49,809	$40,987	$30,748	$34,948	$36,701
Alabama	43,349	56,972	44,256	37,007	28,262	28,214	14,500
Alaska	50,022	62,311	52,605	41,284	36,213	—	30,780
Arizona	54,011	68,882	51,463	41,905	27,048	35,766	30,243
Arkansas	41,850	53,193	42,818	37,159	28,437	19,336	*
California	62,702	74,117	54,888	45,498	36,240	45,281	42,689
Colorado	52,326	65,057	49,471	41,587	31,911	30,690	34,266
Connecticut	63,400	81,215	56,506	45,226	36,945	42,045	20,859
Delaware	59,276	79,426	57,628	45,414	35,219	33,943	—
District of Columbia	59,385	78,838	53,806	43,860	33,798	29,625	—
Florida	50,732	65,321	47,781	40,860	31,521	30,476	41,737
Georgia	48,802	65,523	49,082	40,235	29,971	30,909	38,489
Hawaii	56,295	69,633	53,227	45,778	34,917	—	—
Idaho	44,718	53,931	44,634	39,465	29,599	—	37,233
Illinois	53,533	70,580	50,318	42,329	29,297	30,653	37,844
Indiana	50,258	66,277	48,610	40,439	28,490	32,622	27,065
Iowa	49,718	64,747	47,545	38,885	30,448	36,193	31,817
Kansas	44,266	57,086	42,683	36,139	28,699	28,602	37,003
Kentucky	45,030	57,878	44,567	36,955	28,540	27,554	30,567
Louisiana	45,899	61,806	47,155	38,949	28,641	25,438	—
Maine	46,948	59,097	46,217	37,236	30,936	36,531	39,073
Maryland	53,342	71,003	50,928	42,478	35,868	31,892	47,211
Massachusetts	60,933	77,551	54,118	45,344	33,457	44,789	35,859
Michigan	54,210	67,818	51,885	43,064	32,942	33,479	34,197
Minnesota	50,437	62,499	46,961	38,967	31,494	29,583	23,303
Mississippi	42,022	54,090	43,890	37,957	28,195	23,862	25,977
Missouri	48,362	62,973	47,793	39,622	30,807	28,711	30,304
Montana	41,982	51,679	41,624	35,685	30,949	27,085	30,646
Nebraska	46,798	61,125	46,651	37,716	29,814	26,076	*
Nevada	55,034	72,113	54,201	44,471	33,576	34,987	—
New Hampshire	51,503	65,708	46,929	39,574	29,895	29,514	*
New Jersey	63,526	82,688	59,578	46,107	33,243	41,954	53,596
New Mexico	46,719	60,088	45,952	37,935	29,468	32,819	40,085
New York	58,344	74,681	54,557	43,761	31,725	40,749	39,246
North Carolina	49,229	65,296	47,836	39,850	30,458	34,360	36,992
North Dakota	37,609	48,419	39,776	35,285	30,371	25,140	21,974
Ohio	51,833	66,862	49,525	40,054	30,244	31,222	28,654
Oklahoma	43,695	57,021	44,335	36,845	29,623	23,764	27,653
Oregon	45,268	56,853	43,941	36,752	29,352	26,231	23,024
Pennsylvania	55,927	73,969	53,935	43,343	34,238	33,476	20,320
Rhode Island	56,275	68,742	51,238	43,982	32,541	38,273	—
South Carolina	45,760	59,094	44,987	37,107	28,309	33,998	25,582
South Dakota	36,575	46,265	38,069	33,273	27,010	*	26,568
Tennessee	47,596	61,265	45,163	37,536	27,871	28,070	30,043
Texas	49,105	65,134	46,650	39,785	31,181	30,511	32,325
Utah	48,488	61,339	46,218	39,734	33,075	29,015	35,310
Vermont	45,411	58,521	43,941	36,600	32,369	35,894	34,596
Virginia	50,684	64,716	48,938	39,887	30,764	34,704	*
Washington	49,478	61,839	46,225	40,265	32,746	35,516	36,285
West Virginia	41,389	50,727	41,100	34,762	28,892	25,969	25,306
Wisconsin	49,625	60,728	46,846	39,477	31,182	33,651	38,569
Wyoming	46,743	58,176	45,659	40,475	40,764	28,546	—

—Data not applicable.
*Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$52,718	$67,121	$50,220	$41,590	$30,740	$34,229	$37,060
Alabama	44,785	59,145	45,354	38,418	29,016	29,293	—
Alaska	50,657	63,179	53,043	41,718	36,411	—	30,780
Arizona	54,206	69,563	50,569	42,318	27,523	35,817	30,243
Arkansas	42,800	55,767	44,163	38,244	28,744	18,327	*
California	63,258	72,652	55,192	45,840	34,491	46,446	48,700
Colorado	52,336	64,784	49,306	41,693	32,072	26,263	35,207
Connecticut	64,695	78,951	60,114	45,904	38,384	49,694	—
Delaware	59,872	80,532	57,393	45,842	34,698	39,500	—
District of Columbia	—	—	—	—	—	—	—
Florida	52,100	65,747	48,877	42,483	31,599	34,354	—
Georgia	49,929	66,066	50,490	41,589	30,850	34,192	—
Hawaii	57,364	71,383	53,865	46,276	34,415	—	—
Idaho	45,201	54,276	44,873	39,686	29,615	—	34,805
Illinois	51,532	66,224	49,476	41,843	25,941	28,152	28,681
Indiana	50,719	68,495	49,263	41,294	26,871	32,934	—
Iowa	57,503	73,147	52,813	44,376	33,773	—	—
Kansas	47,067	60,014	44,755	38,537	29,282	28,602	41,178
Kentucky	47,773	61,155	46,899	38,718	30,837	27,886	46,524
Louisiana	44,635	60,325	46,671	38,756	28,592	19,770	—
Maine	45,874	55,576	45,229	36,850	30,870	36,605	—
Maryland	52,891	69,510	51,774	43,133	34,406	31,346	*
Massachusetts	55,611	64,754	52,546	41,882	31,912	39,827	—
Michigan	56,869	70,841	53,779	44,975	34,055	33,204	34,866
Minnesota	53,763	64,537	48,540	40,745	28,923	—	—
Mississippi	43,302	55,715	45,658	39,080	28,928	23,862	—
Missouri	49,568	62,982	49,342	40,637	31,444	24,235	28,036
Montana	43,338	52,822	43,052	36,594	31,407	27,085	—
Nebraska	49,374	63,415	48,570	39,939	29,283	26,076	—
Nevada	55,194	72,202	54,554	44,538	33,576	34,987	—
New Hampshire	50,127	61,468	46,852	38,617	32,484	29,514	*
New Jersey	64,359	82,478	61,979	47,457	33,339	46,454	60,609
New Mexico	47,244	60,831	46,288	38,275	29,468	32,819	33,851
New York	58,039	71,884	54,244	43,696	34,208	41,681	—
North Carolina	51,803	68,545	50,357	43,007	37,920	33,608	37,401
North Dakota	38,347	49,004	40,548	35,843	30,674	25,140	27,450
Ohio	54,768	70,514	51,727	41,893	30,090	32,026	32,944
Oklahoma	44,841	57,288	44,711	38,274	31,154	22,815	*
Oregon	45,121	56,059	43,676	37,684	28,586	25,221	24,308
Pennsylvania	57,330	75,640	56,575	44,636	35,049	33,149	37,154
Rhode Island	55,721	64,322	50,265	41,699	*	—	—
South Carolina	48,228	62,014	47,124	39,146	28,582	33,998	—
South Dakota	37,382	47,305	39,011	33,922	26,966	—	25,731
Tennessee	49,315	60,532	46,957	38,964	28,399	32,396	—
Texas	48,678	64,792	46,162	40,120	32,140	30,142	*
Utah	47,232	59,973	44,948	38,771	32,416	29,683	33,433
Vermont	46,461	59,487	45,417	35,901	*	33,640	37,482
Virginia	52,734	67,483	50,570	41,541	31,487	35,718	*
Washington	51,042	63,053	46,771	41,293	31,221	36,068	39,304
West Virginia	42,570	51,817	41,691	35,699	28,530	26,308	—
Wisconsin	52,106	62,144	47,820	41,479	36,933	33,721	—
Wyoming	46,743	58,176	45,659	40,475	40,764	28,546	—

—Data not applicable.
* Number of faculty reported in this category were too small to yield reliable results.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 9.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$44,314	$52,719	$44,092	$37,898	$32,462	$35,215	$44,796
Alabama	37,593	—	—	—	—	—	37,593
Alaska	59,281	63,201	*	*	—	—	—
Arizona	49,601	—	—	—	—	—	49,601
Arkansas	31,381	*	34,080	30,628	27,341	—	31,524
California	54,436	59,869	49,903	43,303	43,388	—	54,431
Colorado	37,225	40,855	37,055	32,039	28,605	—	37,474
Connecticut	51,183	62,475	50,689	43,091	37,339	*	25,169
District of Columbia	—	—	—	—	—	—	—
Delaware	43,846	—	—	—	—	—	43,846
Florida	41,422	46,213	41,827	36,353	33,371	—	41,242
Georgia	37,258	46,878	42,165	34,816	30,948	—	36,883
Hawaii	44,264	53,726	46,682	42,381	36,918	—	—
Idaho	41,979	42,690	38,547	33,670	32,322	—	42,999
Illinois	49,500	35,071	31,130	29,293	24,303	—	49,708
Indiana	34,427	48,668	40,123	34,717	29,564	—	30,484
Iowa	36,688	41,163	35,885	32,521	31,556	—	37,008
Kansas	35,212	39,065	32,963	29,654	27,132	—	35,259
Kentucky	35,627	45,612	35,070	30,815	27,920	—	—
Louisiana	34,998	50,299	38,690	33,849	29,434	—	30,784
Maine	35,434	—	—	—	—	—	35,434
Maryland	45,560	54,266	44,768	36,994	31,357	28,529	29,887
Massachusetts	41,189	44,418	37,037	35,068	32,402	—	36,560
Michigan	54,414	55,258	53,792	52,156	42,800	—	54,728
Minnesota	44,930	*	46,599	37,571	29,343	—	45,060
Mississippi	36,010	26,294	26,474	20,950	22,658	—	36,246
Missouri	40,046	51,746	46,328	37,468	32,822	19,791	34,845
Montana	31,273	—	—	—	29,495	28,716	31,524
Nebraska	34,332	—	*	*	*	—	34,399
Nevada	44,829	48,468	—	—	37,458	—	44,686
New Hampshire	35,033	39,144	31,441	28,850	26,719	—	22,137
New Jersey	54,557	69,746	58,778	46,537	35,824	31,095	27,727
New Mexico	32,627	37,026	36,887	32,452	31,635	29,250	29,839
New York	51,190	63,451	49,960	41,922	32,634	42,895	31,937
North Carolina	32,095	36,164	30,636	28,056	25,366	—	32,203
North Dakota	31,316	40,062	35,166	33,389	27,888	22,986	25,430
Ohio	42,376	53,941	45,667	38,490	32,786	27,913	40,506
Oklahoma	35,655	37,194	31,974	39,859	32,331	—	34,512
Oregon	43,161	47,953	44,117	37,663	31,932	—	43,363
Pennsylvania	47,408	54,534	47,591	40,988	32,766	31,537	36,007
Rhode Island	42,341	49,750	36,058	32,070	25,926	—	—
South Carolina	32,472	47,015	38,380	33,640	*	—	31,909
South Dakota	26,859	—	—	—	—	—	26,859
Tennessee	35,472	45,800	38,728	32,530	28,336	—	*
Texas	39,898	45,271	41,207	36,653	32,242	27,383	40,394
Utah	36,376	43,386	38,063	33,851	31,290	29,438	37,789
Vermont	20,261	—	*	23,404	17,702	—	18,325
Virginia	38,864	45,527	40,481	35,412	31,088	—	*
Washington	39,662	—	34,000	40,193	42,687	—	39,528
West Virginia	33,520	43,064	34,201	28,849	25,762	22,122	—
Wisconsin	48,694	48,774	40,982	33,926	*	—	49,462
Wyoming	33,007	38,072	36,361	31,386	24,413	—	33,843

—Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 10.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year public degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$44,584	$52,927	$44,371	$38,232	$32,822	$35,215	$44,998
Alabama	37,708	—	—	—	—	—	37,708
Alaska	59,281	63,201	*	*	—	—	—
Arizona	49,601	—	—	—	—	—	49,601
Arkansas	31,780	*	34,900	31,962	27,341	—	31,868
California	54,529	60,659	51,535	44,604	43,418	—	54,480
Colorado	37,225	40,855	37,055	32,039	28,605	—	37,474
Connecticut	52,640	62,763	50,791	44,170	37,354	*	—
District of Columbia	—	—	—	—	—	—	—
Delaware	43,846	—	—	—	—	—	43,846
Florida	41,436	46,213	41,827	36,353	33,371	—	41,284
Georgia	37,663	47,762	42,414	35,182	31,259	—	37,080
Hawaii	44,264	53,726	46,682	42,381	36,918	—	—
Idaho	37,295	42,690	38,547	33,670	32,322	—	37,782
Illinois	50,034	—	—	—	—	—	50,034
Indiana	34,590	48,668	40,906	36,579	29,827	—	30,505
Iowa	36,710	41,163	35,885	32,521	31,556	—	37,039
Kansas	35,437	39,065	32,963	29,654	27,132	—	35,497
Kentucky	35,627	45,612	35,070	30,815	27,920	—	—
Louisiana	34,416	50,263	37,611	33,027	29,165	—	30,784
Maine	35,831	—	—	—	—	—	35,831
Maryland	45,594	54,266	44,768	37,073	31,357	28,529	29,887
Massachusetts	41,536	44,437	36,962	35,564	32,487	—	37,251
Michigan	54,698	55,258	53,792	52,156	42,800	—	55,078
Minnesota	45,176	—	—	—	—	—	45,176
Mississippi	36,257	—	—	—	—	—	36,257
Missouri	40,596	52,005	46,928	37,983	32,822	19,791	35,637
Montana	31,758	—	—	—	29,495	28,716	32,095
Nebraska	34,332	—	*	*	*	—	34,399
Nevada	44,829	48,468	—	—	37,458	—	44,686
New Hampshire	36,029	39,071	31,955	29,740	26,719	—	—
New Jersey	54,694	69,746	58,778	46,537	35,824	31,095	33,374
New Mexico	32,627	37,026	36,887	32,452	31,635	29,250	29,839
New York	52,120	63,867	50,711	42,496	33,531	42,895	—
North Carolina	32,153	—	—	—	—	—	32,153
North Dakota	32,190	40,062	35,166	33,389	27,888	22,986	26,706
Ohio	42,722	54,243	45,856	38,721	33,343	27,913	41,109
Oklahoma	35,991	37,341	35,011	40,195	32,989	—	34,696
Oregon	43,161	47,953	44,117	37,663	31,932	—	43,363
Pennsylvania	48,938	55,241	48,892	42,195	33,170	31,537	45,854
Rhode Island	42,341	49,750	36,058	32,070	25,926	—	—
South Carolina	32,486	47,015	38,380	33,640	*	—	31,915
South Dakota	26,212	—	—	—	—	—	26,212
Tennessee	35,625	46,670	38,786	32,700	28,437	—	*
Texas	39,963	45,286	41,276	36,843	32,341	27,383	40,426
Utah	36,352	43,386	38,063	33,851	31,290	29,438	37,828
Vermont	—	—	—	—	—	—	—
Virginia	38,940	45,527	40,491	35,424	31,278	—	*
Washington	39,662	—	34,000	40,193	42,687	—	39,528
West Virginia	33,520	43,064	34,201	28,849	25,762	22,122	—
Wisconsin	48,694	48,774	40,982	33,926	*	—	49,462
Wyoming	33,007	38,072	36,361	31,386	24,413	—	33,843

—Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 11.--Average salaries for male full-time instructional faculty, on 9- and 10-month contracts, in degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$54,465	$68,214	$50,457	$41,864	$31,738	$36,932	$45,688
Alabama	45,088	58,211	45,520	38,419	28,592	30,849	38,156
Alaska	52,577	62,826	53,610	42,947	36,992	—	28,842
Arizona	56,132	69,828	53,033	43,888	27,293	38,282	49,867
Arkansas	42,856	54,122	43,458	37,626	29,147	17,681	32,528
California	63,023	75,327	55,878	47,021	36,465	47,575	55,076
Colorado	53,765	65,375	50,119	42,406	32,586	33,069	38,383
Connecticut	65,754	80,529	56,916	46,029	37,381	43,079	23,091
Delaware	62,318	81,729	58,027	47,480	37,888	33,999	43,720
District of Columbia	64,236	80,636	54,514	45,000	38,466	29,246	—
Florida	50,696	62,234	47,783	40,805	32,495	32,279	42,192
Georgia	50,869	65,835	49,463	40,407	29,805	31,297	38,978
Hawaii	55,473	67,553	52,497	45,344	36,550	—	—
Idaho	45,830	53,982	45,501	40,383	31,002	—	43,066
Illinois	56,481	72,188	51,593	44,009	29,049	31,210	50,885
Indiana	52,916	66,914	49,834	41,838	29,000	34,393	31,160
Iowa	50,705	64,963	48,588	39,099	30,461	39,280	37,850
Kansas	44,604	57,407	43,834	37,120	28,728	30,370	36,483
Kentucky	46,535	57,717	43,803	36,641	29,248	29,236	32,361
Louisiana	48,990	62,877	47,519	39,723	28,340	28,379	29,414
Maine	47,851	60,328	47,272	37,559	31,524	41,832	36,487
Maryland	55,332	68,089	50,409	42,917	33,516	33,731	48,733
Massachusetts	63,599	75,924	55,040	46,613	34,101	48,234	36,058
Michigan	57,640	68,466	53,477	44,519	35,637	34,905	55,382
Minnesota	51,587	63,773	48,168	39,876	31,128	28,594	45,697
Mississippi	42,713	54,971	45,322	39,232	28,226	25,651	36,663
Missouri	50,543	63,042	48,828	40,594	31,328	29,018	36,274
Montana	42,644	52,359	42,236	35,888	31,974	28,240	31,596
Nebraska	47,982	62,229	47,692	38,247	29,785	25,615	35,491
Nevada	54,883	64,294	54,845	45,193	38,169	35,702	46,329
New Hampshire	53,351	63,918	47,270	40,344	29,225	*	*
New Jersey	66,488	82,781	61,230	47,999	35,600	43,523	52,999
New Mexico	46,565	58,736	46,207	37,990	31,599	32,299	35,175
New York	60,819	73,853	55,201	44,618	32,379	42,569	37,948
North Carolina	51,806	66,628	48,947	41,021	31,234	36,152	35,544
North Dakota	38,367	48,831	39,245	36,076	30,776	26,297	25,034
Ohio	54,040	67,111	50,551	40,532	31,394	30,142	40,313
Oklahoma	44,795	56,774	45,130	38,119	31,620	26,571	33,696
Oregon	47,073	57,174	44,584	38,089	30,554	27,220	44,605
Pennsylvania	59,068	73,587	54,695	44,345	35,804	35,952	30,735
Rhode Island	58,799	68,402	53,000	44,288	32,661	36,238	—
South Carolina	45,795	59,965	45,698	37,749	29,101	35,775	32,416
South Dakota	38,894	46,431	38,784	34,624	27,080	—	27,431
Tennessee	49,244	61,599	44,808	37,766	28,389	30,733	29,265
Texas	49,910	64,794	46,896	40,562	32,038	31,852	41,292
Utah	49,591	61,380	46,900	40,277	33,151	30,547	38,302
Vermont	48,128	59,633	44,974	36,841	26,710	38,112	34,975
Virginia	52,077	63,962	48,496	40,008	31,461	37,692	*
Washington	48,631	62,672	46,696	40,915	38,874	36,098	39,905
West Virginia	43,569	51,330	41,890	35,582	29,647	26,117	24,218
Wisconsin	51,668	61,497	47,237	40,384	31,195	35,883	49,590
Wyoming	43,054	55,704	44,355	38,217	26,533	31,672	35,529

—Data not applicable

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 12.--Average salaries for female full-time instructional faculty, on 9- and 10-month contracts, in degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$44,325	$60,160	$47,101	$39,350	$30,819	$33,415	$42,474
Alabama	37,065	50,928	41,089	35,261	28,066	25,121	36,894
Alaska	46,192	60,525	51,396	39,379	35,539	—	*
Arizona	46,454	62,715	48,302	39,952	26,845	33,359	48,673
Arkansas	34,116	47,404	40,533	35,521	27,948	19,945	30,757
California	54,040	68,001	53,030	43,665	36,906	43,013	52,908
Colorado	42,658	55,731	46,428	40,013	30,558	27,734	35,945
Connecticut	53,254	70,814	54,151	43,678	37,022	40,871	24,240
Delaware	48,851	69,509	56,823	43,099	34,358	33,900	43,918
District of Columbia	50,986	71,965	52,661	42,832	30,751	29,899	—
Florida	42,133	50,408	44,591	38,965	32,316	28,442	40,288
Georgia	41,551	57,981	46,319	38,240	30,505	30,680	35,253
Hawaii	46,523	59,419	50,384	43,294	35,911	—	—
Idaho	39,475	50,745	42,259	36,789	29,122	—	38,012
Illinois	45,307	62,086	47,545	40,143	29,199	30,146	46,002
Indiana	40,274	56,730	44,911	38,261	28,268	31,746	29,902
Iowa	40,765	55,253	44,151	37,972	30,880	32,489	35,728
Kansas	36,467	51,375	39,919	34,736	28,555	27,202	34,054
Kentucky	38,433	51,127	40,136	35,411	27,857	26,323	29,765
Louisiana	38,568	54,878	44,209	37,275	29,005	24,654	31,881
Maine	40,553	53,195	44,415	36,958	30,399	31,608	34,184
Maryland	44,757	58,744	47,350	39,267	34,676	30,461	41,396
Massachusetts	49,690	60,750	50,178	42,677	32,626	41,361	36,156
Michigan	47,478	60,970	48,757	41,816	33,601	32,566	50,585
Minnesota	44,067	57,154	45,103	37,914	31,670	30,430	43,882
Mississippi	36,098	48,678	40,434	36,022	27,824	22,773	35,932
Missouri	40,766	55,834	45,192	38,210	31,129	27,807	31,918
Montana	36,362	47,437	40,216	35,434	29,933	28,055	31,192
Nebraska	38,412	53,815	44,029	37,137	29,606	26,337	32,730
Nevada	46,042	53,980	52,340	43,447	36,315	34,425	43,001
New Hampshire	42,256	50,806	43,127	36,855	29,350	28,920	23,462
New Jersey	53,116	73,040	56,397	44,215	34,157	38,660	34,256
New Mexico	38,042	48,866	42,579	36,221	30,540	30,077	31,145
New York	50,125	67,724	51,598	42,178	32,034	40,044	39,683
North Carolina	40,377	58,267	45,268	38,290	29,707	33,048	32,835
North Dakota	32,714	44,776	37,056	33,666	28,221	24,143	24,095
Ohio	43,240	58,027	46,188	38,951	31,180	29,137	38,036
Oklahoma	36,810	45,963	41,575	36,235	28,884	21,159	33,591
Oregon	40,467	53,449	42,809	35,347	29,091	25,406	41,325
Pennsylvania	47,624	64,258	50,901	41,863	32,875	31,660	25,007
Rhode Island	47,360	59,005	46,007	40,743	31,565	39,126	—
South Carolina	36,329	52,101	42,798	36,150	27,783	32,729	31,292
South Dakota	32,148	44,952	36,470	31,551	26,967	*	26,046
Tennessee	38,685	54,202	41,506	35,687	27,833	25,798	30,820
Texas	40,272	53,794	44,406	38,014	31,255	29,320	39,307
Utah	39,456	52,508	42,201	36,692	31,843	27,301	34,859
Vermont	38,807	53,196	41,707	35,321	27,809	34,785	32,983
Virginia	41,842	54,755	44,819	37,772	30,467	32,406	*
Washington	41,271	56,883	44,936	39,553	37,038	34,881	38,355
West Virginia	36,313	46,036	38,928	33,167	27,856	24,342	*
Wisconsin	45,248	54,523	44,813	38,016	31,143	32,225	49,092
Wyoming	34,202	49,076	41,389	36,696	24,172	26,901	31,934

—Data not applicable.

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

Table 13.--Number of full-time instructional faculty, on 9- and 10-month contracts, in degree granting institutions, by academic rank and state: Academic year 1996-97

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	382,340	119,636	95,311	87,109	19,648	8,386	52,250
Alabama	6,128	1,234	1,420	1,465	524	50	1,435
Alaska	804	224	243	263	69	0	5
Arizona	5,381	1,392	1,109	798	159	180	1,743
Arkansas	3,524	781	768	819	428	26	702
California	35,390	12,764	5,292	4,386	407	682	11,859
Colorado	5,523	1,957	1,386	1,202	270	74	634
Connecticut	5,378	2,271	1,451	1,310	189	123	34
Delaware	1,279	329	398	263	82	14	193
District of Columbia	2,977	1,109	950	730	157	31	0
Florida	12,154	4,023	3,066	2,642	872	132	1,419
Georgia	9,007	2,179	2,684	3,221	768	78	77
Hawaii	1,688	574	411	442	261	0	0
Idaho	1,962	507	384	413	122	0	536
Illinois	18,359	4,933	3,903	3,592	687	374	4,870
Indiana	9,558	2,857	2,659	2,691	426	263	662
Iowa	5,465	1,579	1,405	1,339	317	22	803
Kansas	4,997	1,136	1,135	1,059	185	43	1,439
Kentucky	5,585	1,640	1,832	1,628	307	123	55
Louisiana	6,564	1,737	1,669	2,006	1,033	38	81
Maine	1,830	458	593	413	44	27	295
Maryland	6,713	2,288	1,904	1,717	310	302	192
Massachusetts	14,962	6,643	4,020	3,153	432	433	281
Michigan	12,518	4,095	3,064	2,523	328	479	2,029
Minnesota	8,183	2,351	1,772	1,511	255	13	2,281
Mississippi	4,412	705	661	895	397	37	1,717
Missouri	7,676	2,242	2,045	2,168	510	85	626
Montana	1,614	463	373	410	136	19	213
Nebraska	3,080	770	771	839	139	47	514
Nevada	1,394	522	323	254	114	100	81
New Hampshire	2,029	797	685	481	49	7	10
New Jersey	8,525	3,085	2,374	2,376	489	152	49
New Mexico	2,423	657	613	655	186	109	203
New York	30,805	11,875	8,852	7,120	1,290	1,057	611
North Carolina	10,244	2,835	2,692	2,393	311	466	1,547
North Dakota	1,509	234	464	469	153	95	94
Ohio	15,634	4,972	4,954	4,305	1,008	117	278
Oklahoma	4,705	1,232	997	1,313	500	27	636
Oregon	4,768	1,120	928	829	227	44	1,620
Pennsylvania	20,365	6,851	6,135	5,825	1,102	291	161
Rhode Island	2,564	1,134	725	580	81	44	0
South Carolina	5,944	1,468	1,336	1,190	375	84	1,491
South Dakota	1,253	304	317	405	161	*	65
Tennessee	7,865	2,549	2,327	2,132	747	63	47
Texas	23,115	6,261	4,949	4,939	1,439	1,189	4,338
Utah	3,794	1,187	1,059	1,027	244	82	195
Vermont	1,497	463	433	331	62	75	133
Virginia	10,021	3,208	3,264	2,712	719	115	*
Washington	7,603	1,869	1,350	1,198	223	209	2,754
West Virginia	2,620	838	798	775	171	34	4
Wisconsin	9,917	2,719	2,180	1,713	122	272	2,911
Wyoming	1,035	215	188	189	61	58	324

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1996-97" survey.

APPENDIX A

SALARY SURVEY

Introduction

Salary data were requested from 3,670 in scope postsecondary degree granting institutions in 1996 that were eligible for Title IV federal financial aid. The survey form (attached) was the same for all institutions surveyed.

Although, this report present data on the average salaries and the count of faculty on 9- and 10-month contracts, the Salary Survey collected the following data:

Total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, who are on tenure track, and the number not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) for men and women, and for 9/10 - month and 11/12 - month contracts. In addition, salary outlays, total number and tenure status was collected for full-time faculty on contract schedules other than 9/10 and 11/12 months. These data were not collected by rank or by gender.

Fringe benefits data (Part B of the survey form) were collected for those full-time instructional faculty reported on Part A. Fringe benefits expenditures (in whole dollars) and the number of full-time faculty covered, by length of contract (9/10 and 11/12- month contracts) were collected for the following benefits plans:

1. Retirement plans (other than Social Security)
2. Medical/dental plans
3. Group life insurance
4. Other insurance benefits (Cafeteria Plan, etc.)
5. Guaranteed disability income protection
6. Tuition plans (dependents only) restricted/unrestricted
7. Housing plan – restricted/unrestricted
8. Social Security taxes
9. Unemployment compensation
10. Worker's compensation
11. Other benefits in kind with cash options

Confidentiality of Data

The confidentiality of individuals' salaries was preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below:

> "The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government."

APPENDIX B

SALARY SURVEY METHODOLOGY

Overview --

The Salary survey is an annual survey, which was mailed to 3,670 institutions in 1996-97; 2,204 were sent to 4-year institutions; 1,438 were sent to 2-year institutions and 28 were sent to less-than-2-year institutions.

Beginning in 1996, the subset of all postsecondary institutions that were eligible to participate in Title IV was validated by matching the IPEDS universe with the Postsecondary Education (PEPS) file which contains the "true" eligibility status of postsecondary institutions. This file is maintained by the Office of Postsecondary Education (OPE). OPE grants eligibility to institutions to participate in Title IV federal financial aid programs. Using the PEPS file as the source for determining eligibility, 3,670 institutions were mailed the Salary Survey form. In the past the salary universe was developed by selecting from the prior years institutional characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first-professional degrees.

Institutions were excluded from the survey based on responses to questions on the IPEDS Institutional Characteristics survey. The exclusions are:

a. All of the instructional faculty at this institution are employed on a part-time basis
b. All of the instructional faculty at this institution are military personnel
c. All of the instructional faculty at this institution contribute their services (e.g., are members of a religious order)
d. All of the instructional faculty at this institution teach preclinical or clinical medicine.

Salary Data Base Composition

The forms were mailed out in July 1996. The survey results were collected from November 15, 1996 through April 15, 1997. During this time period institutions were added to the universe and other institutions were deleted from the universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe is provided below:

TABLE B-1: SALARIES SURVEY RESPONSE TOTALS

Level	Mailed	Universe	Response	Response Rate
Total	3,670	3,637	3,378	92.9
4-year	2,204	2,212	2,043	92.4
Public	610	612	599	97.9
Nonprofit	1,493	1,495	1,348	90.2
For-profit	101	105	96	91.4
2-year	1,438	1,401	1,318	94.1
Public	1,063	1,050	1,008	96.0
Nonprofit	167	158	140	88.6
For-profit	208	193	170	88.1
Less-than-2-year	28	24	17	70.8
Public	3	3	2	66.7
Nonprofit	3	2	2	100.0
For-profit	22	19	13	68.4

Data Management

Follow-up for nonresponse was started on January 9, 1997 by telephone and letter. Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. Generated totals are indicated by an imputation flag code of 1. Also data for institutions with FICE codes were checked for consistency with their prior year's response. Data were imputed for total nonresponding institutions i.e., those that did not return a survey form.

Imputations

Partially Responding Institutions

In 1995-96, Salary imputation procedures were developed for partially responding institutions. However, where possible all missing data items were resolved during telephone follow-up with the institutions[1]. Data for any partially responding institution reporting data for summary lines (7, 14, 15, 22 and 30) and column (4 and 5) but no corresponding detail data for lines (1-6, 8-14, 16-21 and 23-28) and columns (1, 2, 3, and 4) were imputed[2].

I. The following describes the imputation procedures for partially responding institutions in a single imputation group:

   A. For institutions with prior year salary data the prior year data was prorated to reported totals for columns 1-3. Estimates were made at the lowest possible level and then aggregated.

   B. Columns 1-3 were added for each line to obtain imputations for column 4.

   C. A salary/faculty ratio was computed by dividing column 5 by column 4 for each non-summary line in prior year salary data.

   D. Column 5 interim figures for non-summary lines were added to obtain interim totals for lines and to prorate the interim figures to the reported salary for column 5.

   E. For Institutions without prior year salary data, the same procedure above was used, except the group means was substituted for the prior year data.

II. For partially reporting institutions that provided summary lines and some detail, the detail were subtracted from the reported totals and then the same procedure as above was used for the remaining lines and the remaining summary line totals.

Total Nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups used to impute 1996-97 salary data.

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[1]Partial responding institutions were those with a RSTATUS=1, but included at least one detail "not reported": status code in Part A.

[2]Lines and column numbers refer to positions on the attached Salary survey form.

1. All responding institutions were grouped into IPEDS sectors and BEA Region[3]. If any group had fewer than 20 institutions, it was merged with the groups from the adjacent BEA Region.

2. Sectors 1 and 2 (4-year public and private nonprofit) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees
   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees and
   (c) all other schools (include schools with no C data)

3. Sectors 3, 6, and 9 were in 1 imputation group

4. Sectors 4 and 7 were in 1 imputation group

5. Sectors 5 and 8 were in 1 imputation group

II. For institutions that responded in 1995-96 and not in 1996-97, the following method was used:

A. A group ratio by sector was calculated for institutions responding in both 1995-96 and 1996-97. For each 1996-97 nonrespondent institution, the group ratio was multiplied by the institution's reported 1995-96 data to get an estimate for 1996-97 salary outlays and number of faculty. Data based on prior year's response are indicated by an imputation flag code of 3.

B. For all the reporting schools in each of the identified groups, the ratio for the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE) was computed (This was done for both the current and prior years). FTE was calculated by taking all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.

C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

D. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institution. This yielded an estimate for full-time instructional faculty for the nonresponding school.

E. To distribute the estimated total full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equals the sum of rows 15, 30 and 31 in column 4 of the Salary form.

F. Each institution's ratio of total full-time faculty to FTE for the prior year was computed. The prior year faculty FTE was then multiplied by the current year's FTE to obtain the imputation for the current year's total full-time faculty.

G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the ratio computed above in Step F.

H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.

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[3] Bureau of Economic Analysis.

I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.

J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.

III. For nonresponding institutions that reported salary data in the prior year but are not on the Fall enrollment file in either the current or prior year, the prior year's response was used as final imputes for columns 1-4 and interim imputes for column 5. To obtain the final imputes for column 5; the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

IV. The imputation method below was used for nonresponding institutions **without** prior year Salary data, but on the Fall Enrollment file:

A. Using institutions that reported data for salary and fall enrollment, the following aggregates were computed:

1. The aggregate FTE on the Fall Enrollment file.

2. The aggregate for each cell of Part A on the Salary survey.

3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31)

B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.

C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.

D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.

E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.

F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each institution FTE (Step E).

G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.

H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 by the group average (Step B) to obtain faculty imputations for the nonresponding institution.

I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.

J. For each nonsummary line in the group means (Step B) the ratio of salary to faculty was computed.

K. The group mean salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

For totally nonresponding institutions, without prior year salary data, not on the current year Fall Enrollment file, the group means were used as imputations.

VI. Part B was not imputed for any nonresponding institution.

OMB No. 1850-0582: Approval Expires 04/30/98

FORM **IPEDS-SA**
(6-1-96)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY SURVEY 1996–97

***Please read** the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

If there are any questions about this form, contact a Bureau of the Census IPEDS representative at (800) 622–6193 or FAX number (301) 457–1540, 7:30 a.m.—4:30 p.m. EST.

Date due: November 15, 1996

NOTE – The completion of this survey, in a timely and accurate manner, is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S.C. 1094(a)(17).

For those institutions not required to complete this survey on the basis of the above requirements, the completion of this survey is voluntary and authorized by P.L. 103–382, National Education Statistics Act of 1994, Sec. 404(a).

Please correct any errors in the name, address, and ZIP Code.

RETURN TO

1. Name of respondent	**2.** Title of respondent	**3.** Telephone Area code, number, extension
4. E-Mail address ▶		FAX number

If this survey is not applicable to your institution because any of the exclusions cited here embrace all of your instructional faculty, mark (X) the appropriate box and return the survey form. ⟶

- ☐ All of the instructional faculty at this institution are employed on a part-time basis
- ☐ All of the instructional faculty at this institution are military personnel
- ☐ All of the instructional faculty at this institution contribute their services (e.g., members of a religious order)
- ☐ All of the instructional faculty at this institution teach preclinical or clinical medicine

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, analyze, and disseminate statistics and other information related to education in the United States . . . ," (P.L. 103–382 National Education Statistics Act of 1994, Sec. 404(a)).

USES OF DATA

These data are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

Changes from the 1995–96 form for

1996–97 SALARIES, TENURE AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY

No changes this year.

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According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 1850-0582. The time required to complete this information collection is estimated to vary from 30 minutes to 8.0 hours per response, with an average of 5.0 hours, including the time to review instructions, search existing data resources, gather and maintain the data needed, and complete and review the information collection. **If you have any comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to:** U.S. Department of Education, Information Management Team, Washington, DC 20202-4652. **If you have any comments or concerns regarding the status of *your individual submission* of this form, write directly to:**

National Center for Education Statistics/IPEDS
U.S. Department of Education
555 New Jersey Avenue, NW
Washington, DC 20208-5652

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

DO NOT RETURN INSTRUCTIONS

SA

COMBINED DATA FOR MORE THAN ONE INSTITUTION OR BRANCH

Note: If the institution or administrative unit named on this report is including Salaries survey data for other institutions or branches in this report, list the following information for the additional institutions or branches.

If information has been preprinted (based on last year's report) — *Verify that the information is correct for the current year. Please make any corrections in RED.*

UNITID	Institution name	Address	City	State	ZIP Code

Notes *(Reference part, line, and column)*

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Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1996—97 — Continued

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty: Those on tenure track (2)	Number of nontenured faculty: Those not on tenure track (3)	Total number of faculty (Sum of columns 1—3) (4)	TOTAL SALARY OUTLAY (In whole dollars) (5)
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
	(a) MEN					
16	Professors					$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16—21)*					$
	(b) WOMEN					
23	Professors					$
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23—28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 + 29)*					
31	**III. FACULTY ON LESS THAN 9/10-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$

*Institutions without standard academic ranks should report full-time faculty here.

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37

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SA

Part A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1996—97 — Continued

Line No.	Sex and academic rank	Number of faculty with tenure (1)	Number of nontenured faculty: Those on tenure track (2)	Number of nontenured faculty: Those not on tenure track (3)	Total number of faculty *(Sum of columns 1—3)* (4)	**TOTAL SALARY OUTLAY** *(In whole dollars)* (5)
	II. FACULTY ON 11/12-MONTH SALARY CONTRACTS					
	(a) MEN					
16	Professors					$
17	Associate professors					
18	Assistant professors					
19	Instructors					
20	Lecturers					
21	No academic rank*					
22	**TOTAL MEN** *(Sum of lines 16—21)*					$
	(b) WOMEN					
23	Professors					$
24	Associate professors					
25	Assistant professors					
26	Instructors					
27	Lecturers					
28	No academic rank*					
29	**TOTAL WOMEN** *(Sum of lines 23—28)*					$
30	**TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS** *(Sum of lines 22 + 29)*					$
31	**III. FACULTY ON LESS THAN 9/10-MONTH SALARY CONTRACTS, TOTAL MEN AND WOMEN**					$

*Institutions without standard academic ranks should report full-time faculty here.

Part B – FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10 MONTH AND 11/12 MONTH SALARY CONTRACTS, ACADEMIC YEAR 1996–97

Line No.	Fringe benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
		Expenditures *(In whole dollars)* (1)	Number covered (2)	Expenditures *(In whole dollars)* (3)	Number covered (4)
	Retirement plans (other than Social Security)				
32	Vested within 5 years	$		$	
33	Vested after 5 years				
34	Medical /Dental plans				
35	Group Life Insurance				
36	Other Insurance Benefits *(Cafeteria Plan, etc.)*				
37	Guaranteed Disability income protection				
38	Tuition plan *(Dependents only)* Restricted – *Mark (X) one box* 1☐Yes 2☐No				
39	Housing plan Restricted – *Mark (X) one box* 1☐Yes 2☐No				
40	Social Security Taxes				
41	Unemployment Compensation				
42	Worker's Compensation				
43	Other Benefits in kind with cash options				
44	**TOTAL**	$		$	

GENERAL INSTRUCTIONS — SA

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report make any necessary corrections to the preprinted address information. Also, enter the name, title, area code and telephone number of the person responsible for completing the report.

Exclusions from reporting — This report may not be applicable to your institution because ALL of your instructional faculty embrace one of the exclusion categories listed on page 1 of the survey form. If this is the case, mark (X) the appropriate category and return the form.

PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1996.

PART A — SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1996-97

General instructions for Part A — Sections I, II, and III — The following general instructions apply to all Part A — Sections I, II, and III. (Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month) are provided in Part A, Sections I, II, and III.)

In reporting instructional faculty, include only those members of the Instruction/Research staff who are employed full time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are —

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply —

- Additional stipends for administrative, managerial, or other responsibilities should NOT be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of "No Academic Rank".
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty —

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (**NOTE** — Instructional faculty in all other fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

INSTRUCTIONS FOR COMPLETING THIS FORM

PART A — Salary Contract Lengths

Sections I, II, and III of this part provide instructions related to 9/10-month, 11/12-month, or less than 9/10-month salary contracts.

Part A, Section I: Full-time faculty on 9/10-month salary contracts — Also read the general instructions above before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

Column (1) — Faculty with Tenure — For each line report the number of full-time instructional faculty with tenure.

Column (2) — Non-tenured Faculty on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3) — Non-tenured Faculty Not on Tenure Track — For each line, report the number of full-time instructional faculty who are non-tenured and are **not** in positions which lead to consideration for tenure. Also report all full-time instructional faculty for each line if the institution does not recognize tenure.

Column (4) — Total Number of Faculty — For each line, report the sum of columns (1), (2), and (3).

Column (5) — Total Salary Outlay — For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

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*If this statement applies to ALL instructional faculty at your institution, mark (X) the appropriate exclusion category listed on page 1 of this survey form and return the form.

REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.

PART A — SALARY CONTRACT LENGTHS — Continued

Part A, Section II: Full-time faculty on 11/12-Month Salary Contracts — Also read the general instructions on the preceding page for Part A before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A, Section I for reporting data in columns (1) through (5).

Part A, Section III: Full-time faculty on less than 9/10-month salary contracts — Also read the general instructions Part A on page 1 before completing this part of the survey form.

The term, less than 9/10-month salary contract, applies to faculty considered full-time employees that are not in Part A, Sections I or II.

Follow directions for Part A — Section I for reporting data in columns (1) through (5).

PART B — FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1996–97

Report the projected fringe benefit expenditures which will be paid by the institution, State, and/or local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A, column (4) of this survey, EXCLUDING those on other than 9/10-month and 11/12-month contracts (PART A — Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 32 and 33 — Retirement plans (Other than Social Security) — Report contributions by the institution, State, and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On Line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

Line 34 — Medical/dental plans — Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

Line 35 — Group life insurance — Report expenditures by the institution to support the group life insurance program.*

Line 36 — Other insurance benefits (cafeteria plan) — Report contributions to insurance plans which cannot be reported separately on lines 34 and 35 (hospital, medical, surgical, dental care, and group life insurance) or plans which provide employee selected care options.*

Line 37 — Guaranteed disability income protection — Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick leave benefits.*

Line 38 — Tuition plan — Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, mark (X) the "No" box on line 38. If either of these conditions does not apply, mark (X) the "Yes" box one line 38.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the tuition benefit to the number receiving the tuition in the previous academic year to derive an estimate.

Line 39 — Housing plan — Report the expenditures in the form of cash payments or subsides to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, mark the "No" box on line 39. If the housing plan only applies to institution-owned housing, mark the "Yes" box on line 39. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

Line 40 — Social Security taxes — If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1996. This amount should include taxes for Medicare and OASDI .*

Line 41 — Unemployment compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

Line 42 — Worker's compensation — Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

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*Verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

GENERAL INSTRUCTIONS - SA — Continued

Line 43 — Other benefits in kind with cash options — Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees , grading assistance, faculty clubs, etc.) should not be included.*

Line 44 — Total — Report the sum of expenditures on lines 32—43 for each of columns (1) and (3).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501 (a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d)(2) of the Act is cited below.

"The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The data base will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

---

*Verify that the number covered in column (2) on lines 32—43 does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on lines 32—43 does not exceed the total reported in Part A, line 30, column (4).

GLOSSARY
SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY — SA

FRINGE BENEFITS EXPENDITURES — Cash contributions (of the institution) in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

FULL-TIME INSTRUCTIONAL FACULTY — Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

HOUSING PLAN (RESTRICTED) — Plans which restrict beneficiaries to choose from only institution-owned housing.

LESS THAN 9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for other than 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or 11-12 months.

OTHER INSURANCE BENEFITS (Cafeteria Plan) — An insurance plan that gives an employee the option of selecting a combination of health care and insurance benefits (e.g., hospital, medical, surgical, dental care, and group life insurance).

TENURE — Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK — Status of personnel positions that lead to consideration for tenure.

TUITION PLAN (RESTRICTED) — Plans for dependents (including spouses) of faculty members which restrict the beneficiary to attendance at only the institution where the faculty member is employed.

VESTED RETIREMENT PLAN — One in which the full amount of the contribution by the institution and by the state and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

9/10-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT — The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

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